

1-10 (R-5)  
5

5/24 notes from talk with Robert Grace, executive secretary of fhte  
FBI career boards.

FBI pros (~~sp~~ agents) in FCI work are in the same pool as agents who work against organized crime and other missions. All in one pot. The career development ladder is the same. Basically, it is a management development ladder only. Officers can opt in or out any time without prejudice. If they opt out they advance from GM 10 to GM-13 level and go no further. Only advancement is through supervisory/managerial/executive track. Thus there are two tracks, sort of.

From the ranks of agents, individuals try to qualify to become replacement supervisors. RS work in place of the regular first line supervisory. Each RS gets 40 hours ojt--sitting with the boss and watching him supervise.

Here is the grade/title/numbers schemata of the career development people.

GS-10 to GS-13. Special Agents.

Replacement supervisors.

	468 FBI Hq Sup SA	468 Field Supervisors
MAP 1	468 Field Supervisors	468 FBI Hq Sup SA
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GM-14	30 Inspector Aides augmented by tempo aides	
GM-15	80 Unit chiefs	
	82/ ASAC	20 Assit Section Chiefs
GS-16	8 to 9 Inspectors more rent a goons	15 - 20 Section Chiefs

less than 50 SAC's

RS can take MAP 1. It is not mandatory, was but not now. Heavily weighted tho. MAP 2 is taken inmid-15 prep ASAC. Mandatory.

There is other training. EDI--Ex Devl Inst. Like FEI. Quant for 4 weeks.

Exec Car Bd/~~xx~~ makes all promotion and assignment and ~~training decisions~~ training decisions up to SAC; includ Legatts. Only legatts also approved by Dir. Senior exec career board does SACs on up. Succession planning both boards once a year Quantico, does this. /Ex Car Bd is three Ex ADs. One Ex AD chairs ex car bod. Senior

Only thing Grace interested in to enhance incentives of mag. route in F BI.

FBI acad does not trang. Rest is external. (GETA funds from DOJ. (Call Walt Wilson for info. 324-2722). He under Rarrity.

Grace says dood training program. Nthong tfrom NAPA study.

GETA is about 1.222 mill for tuition. TDY dosto extra not in this.

Go Acad. ??

Tom Reilly, FBI 1030, 24 June 88.

All new agents take 15 week Basic Investigative and Administrative course.

(See handout).

INDD TU spent ~~3000x~~ <sup>389</sup> 300,000 for extern train in FY 1987. 622 enrollments  
in FCI courses at Q. 150 agents per year go into FCI.

9000 Special Agents. 1900 are FCI. Plus special support and support.

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### Training Policies:

Internal      hours 208,703  
                 enrollments 3,665

FCI 1900 SA 2900 Supp

Also courses in DC headquarters such as typing, computer related training, personal communications skills. Sound like for support people.

Training is decided by super at time of annual perform appraisal or at half-year review when subord are told how to improve performance. Supers are respon for enrolling employees. Some times training is a break from the office, eg. fingerprinting. For morale purposes.

Language training, 20 fulltime. Walt Wilson: 648-0602.

Policy: super recognizes def in employees and need to encourage development; gov support training. Performance awards based on productivity.

Do long range training plan--just completed training plan for 1990.

FCI train has high priority. Egs. interview/interrogation, surveillance and counter-surveillance; security courses, security record keeping; narcotics raid planning 10 days; money laundering 5 days; sex crimes; SWAT team; lots of firearms courses training; computer fraud; finger print refresher for instructors; civil rights; death; applicant process matters for b.i. work.

Basic admin. Management and supervision. Specialized manpower? seminars. No long term. Roger Viaderro or Larry Monroe. FCI train.

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CIA-RDP90-00530R000500940004-5

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CIA-RDP90-00530R000500940004-5